NOVEMBER/DECEMBER 2025

23PCM42/23PCP42 — HUMAN RESOURCE ANALYTICS

Time : Three hours Maximum : 75 marks

SECTION A — (10 × 2 = 20 marks)

Answer ALL questions.

1. Define Human Resource Analytics.
2. What is Prescriptive HR Analytics?
3. What is data validity in HR Analytics?
4. Write the key sources of HR data.
5. What is HR scorecard?
6. Distinguish between Discrete and Continuous data.
7. What is Root Cause Analysis?
8. How does the discipline of statistics help HR?
9. What is Predictive modelling?
10. Recall the Challenges of Predictive HR Analytics.

SECTION B — (5 × 5 = 25 marks)

Answer ALL questions.

11. (a) Discuss the Benefits of HR Analytics in modern organizations.

Or

(b) Summarize the challenges in implementing HR Analytics.

12. (a) Explain the importance of data-driven decision-making in HR.

Or

(b) What is workforce analytics? How does it benefit organizations?

13. (a) Explain the importance of HR metrics and performance indicator.

Or

(b) Outline the five steps to create an HR scorecard.

14. (a) Explain the Data Collection Methods in HR analytics.

Or

(b) Mention the tools for Data Visualization in HR.

15. (a) Write down the steps to perform HR analytics in Excel.

Or

(b) Enumerate the Phases of Predictive modelling.

SECTION C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain the importance of HR Analytics.

17. Discuss the different HR research tools and techniques used for workforce analysis.

18. Write a brief history of HR metrics.

19. How HR analytics contributes to business outcomes?

20. Describe the applications of MS Excel in HR.

———————